



Finding and retaining talent as a Top Priority!

Focusing on the candidate's experience.

A great experience starts from the first contact as a potential job candidate. It's a phase of the employment cycle that we need to prioritize since this experience often sets the tone for subsequent interactions, should the individual get hired. Whether an individual joins the college or not, the trend of prioritizing the candidate experience provides an opportunity for the college to gather valuable feedback and gain efficiency of the entire recruitment cycle. Hiring managers should have the same approach when interviewing candidates as well as ensure consistency across the board.

To recruit and hire the best talent and stand out from the competition, we will always need to create a *candidate experience* that is compelling, positive, and distinct. Employees may be looking to join an organization aligned with their purpose and values, one that will help deliver meaning in their work. In addition, candidates and employees evaluate organizations based on the organizational brand: what they stand for, how they treat their employees, their company values, opportunities to learn and grow marketable skills, and competitive compensation and benefits.

What candidates are looking for in 2024:

- Career Advancement
- Learning and Development
- Stability
- Healthy workplace culture
- Flexibility
- Mentoring
- Mental Health resources
- Organizational cultures
- Transparent leadership and communication
- Competitiveness with benefits and pay

(SHRM, Forbes, McLean, Gallup, LinkedIn, HR Executive, Robert Half)

Why reaching out to candidates within 48-72 hours matters.

Prescreening of applicants is a fast and efficient way of assessing those who apply way before an interview takes place. For many employers, this processes allows candidates to understand job applicants better and in a way that is not possible though cover letters. Additionally, prescreening is a way to capture data for the analysis of the recruiting process: compensation structure, where the candidates are seeing our postings, and are we presenting the position successfully.

First impressions matter.

If the process is slow, disorganized, etc., candidates may form a negative impression of the Allegheny. They may feel that the Allegheny is not interested in them or that they are not a priority. It is an employee market, and we need to set ourselves apart and create a lasting impression. Not doing so can lead a candidate to withdrawing their application, accept another job, or posting negative feedback online, all of which can damage Allegheny's reputation.

Timeline matters:

The longer a candidate remains in the recruitment process, the greater likelihood that they will lose interest or accept another job offer.

Some current stats:

- LinkedIn found that 85% of candidates lose interest in a job if they don't hear back from the employer within 1 week.
- Glassdoor: The average job interview process in the US takes 23.8 days. That is nearly a month for a candidate to wait for a decision.
- CareerBuilder: 43% of jobseekers completely fall out of the candidate pool if they do not hear back within a week of the interview.
- McLean & Company stated that many of the top talent, with in demand positions, receive multiple offers while job hunting. In this case, if we don't differentiate ourselves and make a positive impact through the candidate experience, we risk losing out on the best candidates to other organizations.

This means that if we wait too long, we will miss out on qualified candidates who could have been a great fit for our college.

Benefits of moving faster and efficiently through the process:

- Spending less time in the process with active prescreening efforts.
- Gaining data from the prescreening efforts in order to improve the recruiting results.
- Being decisive while moving through the process will set us apart and candidates will appreciate our respect for their time and enthusiasm to hire - creating a better candidate experience.
- In today's market, the competition is fierce for top talent. If we want to win, we need to move quickly, and that can start with the prescreening process and communication to the candidate on the expected timelines for the process. Contacting candidates early and consistently gives us a competitive advantage over other organizations who may be slower to respond. By getting in touch with candidates as soon as possible you show them that you are proactive and serious about hiring.
- Don't misunderstand the message: moving quickly doesn't mean settling or hiring the first person you speak with, it simply means you contact candidates within the 48-72 hours of their application, and move through the processes methodically. It also means that you keep the candidates that you are interested in engaged and informed while you are completing the interview process.
- Silence or lack of communication during the recruiting process can have detrimental effects, leading to missed opportunities and a poor candidate experience.